SOUTHERN MANAGEMENT ASSOCIATION

2026 Annual Meeting: Agenda

October 27–31, 2026 · Tradewinds Resort, St. Pete Beach, Florida · All times Eastern

168 sessions: Tue Oct 27 (5) · Wed Oct 28 (22) · Thu Oct 29 (73) · Fri Oct 30 (65) · Sat Oct 31 (3)

T1 Strategic Management | T2 Entrepreneurship and Innovation | T3 Human Resources, Careers, and Development | T4 Organizational Behavior | T5 Innovative Teaching and Research Methods | T6 Social Issues and Ethics | T7 Organization Theory and Special Interest Areas | T8 Any PDI (Professional Development Institute) | T1/T2/T4 Joint session

Tuesday, October 27, 2026

11:00 AM	Tarpon Key	**SMA Bag-A-Palooza - By Invitation Only** 11:00 AM – 2:00 PM
4:00 PM	Long Key	**SMA Pre-Doctoral Consortium Registration and Orientation Meeting - By Invitation Only** 4:00 PM – 6:30 PM **Speaker:** Karen Landay *Sponsored by Iowa State University, Texas A&M University, Texas Christian University, University of North Texas, University of Oklahoma, and University of Texas San Antonio*
5:00 PM	Grand Palm Colonnade	**SMA Registration and Solutions Desk** 5:00 PM – 7:00 PM *Sponsored by the University of North Florida*
6:30 PM	South Beach Lawn	**No Tricks Just Treats: SMA Early Arrival Reception** 6:30 PM – 8:00 PM *Sponsored by Sage*
8:30 PM	Tarpon Key	**SMA is Up All Night: Line Dancing 101 - BOO-gie Nights** 8:30 PM – 10:30 PM **Speakers:** Micki Kacmar, Jim Lemoine

Wednesday, October 28, 2026

8:00 AM	Lobby	**Consortium and Board Breakfast - Invitation Only** 8:00 AM – 9:00 AM
	Offsite	**Southern Golf Scramble** 8:00 AM – 12:00 PM *Cove Cay. Transportation leaves the Tradewinds lobby at 7 AM.*
	Board Room	**SMA Quiet Meeting Room** 8:00 AM – 5:00 PM
	Grand Palm Colonnade	**SMA Registration and Solutions Desk** 8:00 AM – 7:00 PM *Sponsored by the University of North Florida*
9:00 AM	Horizons West	**SMA Executive Team Meeting - Invitation Only** 9:00 AM – 10:00 AM
	Long Key	**Pre-Doctoral Consortium - Pre-Registration Required** 9:00 AM – 4:15 PM **Speaker:** Karen Landay *Sponsored by University of Central Florida and University of Texas-Rio Grande Valley*
9:15 AM	Sawyer Key	**Early-Stage Doctoral Consortium - Pre-Registration Required** 9:15 AM – 4:15 PM **Speaker:** Dave Arena *Sponsored by the University of Southern Mississippi*
	Tarpon Key	**Late-Stage Doctoral Consortium - Pre-Registration Required** 9:15 AM – 4:15 PM **Speakers:** Wendy Bedwell-Torres, Carla Jones *Sponsored by Tennessee Tech University, Towson University, and Virginia Tech University*
10:15 AM	Horizons West	**SMA New Board Member Meeting - Invitation Only** 10:15 AM – 11:45 AM
12:00 PM	Garden Courtyard	**Consortium and Board Lunch - Invitation Only** 12:00 PM – 1:00 PM *Sponsored by Louisiana State University*
	South Beach Lawn	**Pre-Doctoral Consortium Lunch - Invitation Only** 12:00 PM – 1:00 PM *Sponsored by Mississippi State University*
1:00 PM	Banyan	**Administrator Leadership Consortium - Pre-Registration Required** 1:00 PM – 4:15 PM **Speaker:** Monique Domingo *Sponsored by the Southwest Florida Leadership Institute at Florida Gulf Coast University*
	Glades	**Faculty Consortium - Pre-Registration Required** 1:00 PM – 4:15 PM **Speaker:** Michele Craven *Sponsored by the University of North Florida*
	Horizons West	**Outgoing SMA Board Meeting - Invitation Only** 1:00 PM – 4:30 PM
2:00 PM	Sawgrass	**Hospitality University: The Tradewinds Experience - Pre-Registration Required** 2:00 PM – 3:30 PM *Meet in the Tradewinds Lobby at 2 PM. · Sponsored by the University of Louisville*

	Royal Tern	**CARMA@SMA - Advanced Qualitative Techniques for Theorizing** 2:00 PM – 4:30 PM T8 Any PDI **Speaker:** Anne Smith
	Snowy Egret	**CARMA@SMA - Polynomial Regression Concepts and Principles** 2:00 PM – 4:30 PM T8 Any PDI **Speaker:** Nikolaos Dimotakis
4:30 PM	Bird Key	**The Art of Reinvention: A Fireside Chat with Rhonda Shear** 4:30 PM – 5:30 PM **Speakers:** Rhonda Shear, Paul Johnson, Meagan Baskin *Sponsored by University of Mississippi*
5:45 PM	Bird Key	**SMA Awards** 5:45 PM – 6:45 PM *Sponsored by Virginia Tech University*
6:30 PM	South Beach Lawn	**Sunset Welcome Reception Luau** 6:30 PM – 8:00 PM *Sponsored by Texas State University*
	Offsite	**SMA Fellows Dinner - Invitation Only** 6:30 PM – 9:30 PM *Reservations required. Malio's Beach House, 4945 Gulf Blvd., St. Pete Beach*
8:45 PM	Bird Key	**SMA is Up All Night - SMA Improv** 8:45 PM – 10:45 PM **Speaker:** Jim Lemoine

Thursday, October 29, 2026

7:30 AM

Snowy Egret

Christian Management Society Breakfast

7:30 AM – 8:30 AM

Speaker: Alanna Hirshman

8:00 AM

Grand Palm Colonnade

Cafe SMA Networking Break

8:00 AM – 8:45 AM

Sponsored by College of Charleston

Pickleball Courts

SMA Memorial Cornhole

8:00 AM – 9:00 AM

Speaker: Liam Maher

Banyan Breezeway

SMA University Fair - By Invitation Only

8:00 AM – 9:30 AM

Board Room

SMA Quiet Meeting Room

8:00 AM – 5:00 PM

Grand Palm Colonnade

SMA Registration and Solutions Desk

8:00 AM – 6:00 PM

Sponsored by the University of North Florida

9:15 AM

Banyan

Firm Competition: The Gang Reignites the Rivalry

9:15 AM – 10:30 AM T1 Strategic Management

Speaker: Kamyar Goudarzi

1. Strategic Foresight of Competitive Behavior: Evidence from Insider Trading
   Kamyar Goudarzi, Dimitrija Kalanoski, Hun Lee
2. Keeping up with the C-suites: Equity theory and CEO paranoia in the context of acquisitions
   Miles Zachary, Mohammad Zafar, Hongkun Li
3. When Rareness and Scarcity Interact: Complementary, Substitution, And Conflicting Effects in Resource-Based Competitive Advantage
   Shaker A. Zahra, Temitope Oladimeji

Bird Key

Advancing Entrepreneurship Doctoral Education

9:15 AM – 10:30 AM T8 Any PDI

Speakers: Jeffrey Pollack, Kincy Madison, Jeff York, Matthew Rutherford, Kimberly Eddleston, Benjamin McLarty, James Combs, David Scheaf, Melissa Cardon, Theresa Welbourne, Clay Dibrell, Lou Marino, Blake Mathias, Timothy Michaelis, Birton Cowden, Michael Lerman, Jeff Hornsby, Jeff Chandler, Thomas Allison, Marcus Wolfe, Jake Waddingham, Jared Allen, Daniel Bennett, Keith Hmieleski, Gabriella Cacciotti, Jeff Gish, Charles Murnieks, H. Dennis Park, Tyge Payne, Ashley Roccapriore, Rebecca Arwine, Ted Waldron

Chart Room

CEOs and the Intersection of Pay, Successors, and Family Firm Status

9:15 AM – 10:30 AM T1 Strategic Management

Speaker: Stephen Lanivich

1. Double-edged Sword of the Executive Pay Gap: How the CEO-TMT Pay Gap Influences Firm Performance
   Pouya Haddadian Nekah
2. The Shadow of a Superstar: Predecessor-Based Role Incongruity and Successor Evaluation
   Meiying Cui

Chart Room

Staying Power Under Pressure: Identity, Legitimacy, and Organizational Commitment

9:15 AM – 10:30 AM T6 Social Issues and Ethics

Speaker: Clarissa Steele

1. Political Adversity and B Corp Firms: Threat, Identity, and Decertification in the Anti-ESG Era
   Miranda Welbourne Eleazar, Habib Islam
2. Surviving is Not Enough: Explaining Black Women Leaders' Organizational Commitment
   Nicole Young, Kemi Anazodo, Catrina Johnson, Simona Womack
3. Mind the Gap: Perceptions of Men's and Women's Generative Artificial Intelligence Use in the Workplace
   Clarissa Steele, Sarah Holtzen

Citrus

Signals, Feedback, and the Cognitive Traps of Entrepreneurial Performance

9:15 AM – 10:30 AM T2 Entrepreneurship and Innovation

Speaker: Razie Pour Abbasi Shiraz

1. When Failure Speaks: Performance Feedback and Aspiration Revision in Crowdfunding
   William Zhou
2. Entrepreneurial Communication: A Multimodal Integrative Review Across Stakeholders
   Razie Pour Abbasi Shiraz, Pyayt Oo, Smita Srivastava, Frederick Rice
3. Rethinking Early Success in New Venture Survival: A Cognitive Process Model of When Success Leads to Vulnerability
   Shavin Malhotra, Virangi Shah, Kejia Zhu

Glades

Reward Systems and Firm Success: How HR Policies Reinforce or Constrain Organizational Outcomes

9:15 AM – 10:30 AM T3 Human Resources, Careers, and Development

Speaker: Cyrus Khalvati

1. Working Smarter, Not Longer, When Time is Limited: Work-Hour Restrictions, Pay-for-Performance, and Firm-level Productivity
   Cyrus Khalvati, Joonyoung Kim
2. Linking Pay Policies and Organizational Outcomes via Incentive and Sorting Effects: A Meta-Analytic Investigation
   Dorothea Roumpi, Samantha Conroy, Linna Shi, Tsutomu Doiguchi, John Delery
3. How Wide Is Too Wide (and for Whom)? The Effect of Posted Pay Range Width on Firms' Ability to Hire
   Qing Gong, Cynthia Devers, Rohan Karri, Valeria Alterman, Felix Bölingen, Felice Klein

Jasmine

Restoring the Balance: Strategies for Managing Challenging Work Realities

9:15 AM – 10:30 AM T4 Organizational Behavior

Speaker: Luke Hedden

1. Adrenaline and Sorrow: How Python Hunters Manage Internal Values Conflicts
   Taylor Dutil
2. The Recognition Gap and Significance Estrangement in Invisible Work
   Luke Hedden
3. "I Took It Into My Own Hands": Retributive Justice and the Escalation of Interpersonal Mistreatment into Extreme Violence
   Rose Brown, Zhanna Lyubykh *(presenting: Rose Brown)*

Long Key

The Future of Management Is Neurodiverse: Rethinking Research, Teaching, and Practice to Unlock Untapped Talent

9:15 AM – 10:30 AM T8 Any PDI

Speaker: Sabrina Volpone

Palm	**Teaching With AI, Not Around It: Case Teaching, Adaptive Scenarios, and Critical Reasoning Using AI** 9:15 AM – 10:30 AM T5 Innovative Teaching and Research Methods **Speaker:** Alex Kier 1. Beyond Traditional Case Analysis: Integrating AI Coaching and AI-Simulated Role-Play into Published Cases Teaching Elena Lvina 2. From Static Cases to Adaptive Simulations: LLM-Driven Multi-Agent Scenarios for Management Education Jared Law-Penrose 3. From AI Answers to AI Inquiry: A Pedagogical Approach to Human–AI Interaction and Critical Thinking Mary Beth Rousseau, K. Nathan Moates
Royal Tern	**CARMA@SMA - Moderation, Mediation, and Moderated Mediation: Recommended Practices** 9:15 AM – 10:30 AM T8 Any PDI **Speaker:** Lisa Schurer Lambert
Sabal	**Relational Ripples: Intergenerational Abuse, Dual Leaders, and Relative Deprivation** 9:15 AM – 10:30 AM T4 Organizational Behavior **Speaker:** Danbee Chon 1. From One Generation to Another? An Intergenerational Model of Abusive Supervision Danbee Chon, Hemant Kakkar 2. Serving two Masters: Examining the Effects of Dual-Leader Exchange on a Member's Outcomes Damian Zivic 3. From Low Organizational Support to Employee Extra-Role Behaviors and Turnover Intentions: The Role of Relative Deprivation and Leader-Member Exchange Nathapon Siangchokyoo, Tipat Sottiwan
Sawgrass	**Temporal Dynamics in Organizing** 9:15 AM – 10:30 AM T7 Organization Theory and Special Interest Areas **Speaker:** Hope Jeanes 1. How Organizing Constructs the Fossil Record: A Deep Time Approach Daniel Davis 2. Rethinking Institutional Change: A Concurrent Legitimacy Framework Alexander Lewis, Hope Jeanes, Joseph Broschak 3. Reconstructing Resources Under Persistent Tension: A Recursive Model of Nostalgia-Based Resilience Brandon Randolph-Seng, Jae Hwan Lee
Sawyer Key	**Getting Access to Field Data: How to Build Long-term Research Relationships with Organizations** 9:15 AM – 10:30 AM T8 Any PDI **Speaker:** G. James Lemoine
Tarpon Key	**Friction and Fracture: Navigating AI Resistance, Stress, and Professional Rejection** 9:15 AM – 10:30 AM T4 Organizational Behavior **Speaker:** Angela Titi Amayah 1. Employee Resistance to AI-Enabled Knowledge Management Systems: Legitimation, Behavior, and Organizational Responses Angela Titi Amayah, Luc Lepandou, Nathan Henri 2. Friend or Foe? AI Adoption and Its Dual Impact on Employee Stress Taina Pimentel 3. The impact of professional rejection on willingness to perform: A two-study investigation of affective and identity-based mechanisms Nandini Mehta, Tong Xiao, Kenneth Granillo-Velasquez, Denise Reyes

	Tarpon Key	**Gender, Tech, and Time: Intersectional Realities of the Modern Workspace** 9:15 AM – 10:30 AM T4 Organizational Behavior **Speaker:** Stephen Lanivich 1. Aging Through a Gendered Lens: A Conceptual Review and the G-AGE Framework Aaliyah Hattach 2. Tech in Transition: A Dynamic JD-R View of Employee Adjustment to ChatGPT Enterprise Bradley Brummel, Camila Hazzard, Ally St. Aubin
	Tarpon Key	**The Emotional Matrix: Power Dynamics, Job Satisfaction, and Narcissistic Followers** 9:15 AM – 10:30 AM T4 Organizational Behavior **Speaker:** Ali Mchiri 1. When Power Shifts: A Dyadic Theory of Fear in Leader-Follower Relationships Marie Dasborough, Heath Gregg, Ramona Sabau 2. Emotional Pathways to Job Satisfaction: A Configurational Analysis of Hospitality and Tourism Managers Steven Day, Ali Mchiri, Howard Jean-Denis, Jessica Day, Rahma Chouchane 3. Feeling Inspired or Evaluated? Narcissistic Followers' Elevation and Relational Responses to Ethical Leadership John Lynch, Jihye Han, Joseph Kim
10:00 AM	Snowy Egret	**A Live Podcast with Frank and Paul** 10:00 AM – 11:15 AM T8 Any PDI **Speakers:** Paul Harvey, Frank Butler *Sponsored by Texas State University*
10:45 AM	Banyan	**Corporate Activism in the Modern Day** 10:45 AM – 12:00 PM T1 Strategic Management **Speaker:** Nowmi Nowrin 1. From Communication to Action: CEO Integrity-Focused Communication and Sociopolitical Activism Peiyao Chen, Keshab Acharya, Michael Abebe, Anmoi Pandey 2. Taking Sides Has a Price: CEO Sociocultural Activism and Multi-Stakeholder Backlash Nowmi Nowrin 3. Closed Doors and Global Voices: Opportunity Structures and Transnational Social Activism Ajai Gaur, Shubham Singh
	Bird Key	**My Favorite Things Episode I - There is Hope** 10:45 AM – 12:00 PM **Speaker:** Laura Madden **Presenters:** Matthew Barlow, Leann Caudill, Ann-Lena Eski, Gary Castrogiovanni, Jennifer Sexton, S.R. Aurora, Ishraque Hossain Chowdhury, Farzaneh Fouladi
	Blue Heron	**Alternative Forms: Writing for Impact** 10:45 AM – 12:00 PM T8 Any PDI **Speakers:** Christine Quinn Trank, Roy Suddaby
	Chart Room	**Hackers, Hurricanes, and Hashtags: Executive Attention in the Modern Firm** 10:45 AM – 12:00 PM T1 Strategic Management **Speaker:** Md Kamrul Hasan 1. When Disaster Strikes: CEO Authority and Strategic Risk-Taking After Natural Disasters Md Kamrul Hasan 2. Learning Before the Breach: Peer Cyber Failures and the Limits of Audit Committee IT Expertise Andy Yangxiaoxue Mei, Steve Sauerwald 3. From Attention to Interpretation: How Audience Attention Shapes CEO Communication on Social Media Ruixiang Song, Yangyang Zhang

Chart Room

Transformation Station: Decoding Cultural and Social Mechanisms of Innovation

10:45 AM – 12:00 PM T1 Strategic Management

Speaker: Kinshuk Sharma

1. Sparks Of Genius Or Tools Of Change: Disentangling Distinction And Diffusion In Innovation
   Kinshuk Sharma, Goran Calic, F. David Schoorman
2. How Digital Culture Archetypes Shape Digital Transformation: A Socio-Structural Perspective from Textile Firms
   Muhammad Mustafa Raziq, Mehreen Malik, Matthew Allen, Naukhez Sarwar

Citrus

What Investors See: Signals, Hustle, and Technology Orientation in Funding Decisions

10:45 AM – 12:00 PM T2 Entrepreneurship and Innovation

Speaker: Imelda Freddy

1. Investing in the Engine or the Vehicle? How AI Technological Orientation Shapes Venture Capital Syndication
   Jing Zhang, Mehrdad Alikhani
2. Signal Portfolios and Collective Evaluation in Entrepreneurial Competitions
   Niken Putri, Imelda Freddy
3. Entrepreneurial hustle and mentors' willingness to invest: A dual-path mediation framework
   Matt Marvel, Devin Burnell, Donald Kuratko, Emily Neubert-Decker

Glades

Navigating the Exit: How Turnover Benefits the Organization as Well as Employees

10:45 AM – 12:00 PM T3 Human Resources, Careers, and Development

Speaker: Young Kook Moon

1. The Status Paradox of Turnover: Asymmetric Consequences of Employee Mobility in Status Hierarchies
   Lee Brown, Christopher Harris, Dan Chen
2. Seeking Greener Pastures Again? A Need-Fulfillment Perspective on Recurrent Turnover Dynamics
   Young-Kook Moon, Andrew Speer
3. Beyond Disruption: How Managerial Change Generates Strategic Advantage
   Hyesook Chung, Sangyun Kim

Jasmine

The Human Component: Gratitude, Well-Being, and Side Jobs in Virtual Environments

10:45 AM – 12:00 PM T4 Organizational Behavior

Speaker: Jiani Fan

1. The Effect of Leader Member Gratitude Congruence on Leader Member Exchange and Perceived Supervisor Support
   Jiani Fan, Michael Ford
2. Logged On, Worn Out: ADHD and Virtual Meeting Outcomes at Work
   Liana Kreamer, Zofia Walters
3. The Effects of Employee Side Job Prosociality and Main Job In-Role Behavior in Supervisor Evaluations
   Lu Zhang, Inseo Heo

Long Key

Tutorial for Doctoral Students and Faculty Mentors: How to Conduct, Publish, and Learn from Replication Studies

10:45 AM – 12:00 PM T8 Any PDI

Speakers: Christopher Castille, Xavier Martin, Andreas Schwab, William Obenauer, Maria Kraimer

Palm

Strategy Pedagogy: Simulations, AI Tools, and Competitions That Make Strategy Come Alive

10:45 AM – 12:00 PM T5 Innovative Teaching and Research Methods

Speaker: Ashok Vairavan

1. Your AI Teammate Won't Free-Ride: Building a Custom AI Teammate for Simulation Projects
   Ashley Salaiz, Ashok Vairavan
2. From Frameworks to Function: Teaching Strategy Through AI-Enabled Decision Dashboards
   Ashley Salaiz, Ashok Vairavan
3. Bringing it All Together: The International Collegiate Business Strategy Competition
   Mark Bolinger, Alex Bolinger

Royal Tern

CARMA@SMA - Qualitative Comparative Analysis (QCA): A Configural Approach to Management Research

10:45 AM – 12:00 PM T8 Any PDI

Speaker: Thomas Greckhamer

Sabal

Trapped or Moving? Rivalrous Leaders, Ease of Movement, and Curvilinear Performance

10:45 AM – 12:00 PM T4 Organizational Behavior

Speaker: Olga Kombeiz

1. The ego trap: Unpacking the Impact of Rivalrous Leaders on Follower Work Engagement
   Erik Dietl, Olga Kombeiz
2. Should I Stay or Can I Go? The Effects of Perceived Ease of Movement on Negative Affect
   Lisa Schurer Lambert, Jayci Pickering, Victoria Cox, Nora Richmond, Julie Smith
3. Rethinking Performance Appraisal Outcomes: A Curvilinear Approach to Employee Role Innovation
   Michael Howe, Melissa Chamberlin, Sydney Scothorn, Ethan Burris

Sawgrass

Sense and Sensegiving

10:45 AM – 12:00 PM T7 Organization Theory and Special Interest Areas

Speaker: Katia Galdino

1. Meaning in Opposition: Sense Relations and the Architecture of Institutional Logics
   Rachida Aissaoui
2. Moral Stress and Organizational Sensing Capability
   Ronald Mitchell, Joscelin Aiken, Sophia Thomas
3. Whose Eyes Matter? Audience-Specific Reception of Reputational Signals
   Tan Kim

Sawyer Key

Founding Tensions: Ownership, Timing, and the Competing Visions that Shape Ventures

10:45 AM – 12:00 PM T2 Entrepreneurship and Innovation

Speaker: David Noack

1. Wealth Versus Control Tradeoffs in Startup Employment Timing
   Timothy Munyon, Gavin Williamson, Myeongho David Park
2. An equity theory perspective of ownership structure splits among new venture founders
   David Noack, Douglas Miller, Brandon Stoddard
3. The Organization Founders Envision and the Organization Early Hires Build: Imprint Competition and Venture Heterogeneity
   Temitope Oladimeji

Sawyer Key

Generating Belongness and Opportunities for Disadvantaged Workers

10:45 AM – 12:00 PM T3 Human Resources, Careers, and Development

Speaker: Denise Robb

1. Equal Protections for Who?: A Qualitative Analysis of Diversity, Equity, and Inclusion in the Gig Economy
   Robyn Brouer, Denise Robb, Sarah Rana
2. From Skill to Signal: Employer Perspectives On Micro-Credentials, Workforce Shortages, and Hiring Immigrants, Refugees, and Non-Traditional Learners
   Brett Bantle
3. Remote Work and Disability Inclusion: An Integrative Framework
   Ajay Ponnapalli, Siddharth Upadhyay

	Sawyer Key	**Inclusive Horizons: Navigating Diversity, Humility, and Empowerment in Leadership** 10:45 AM – 12:00 PM T4 Organizational Behavior **Speaker:** Charn McAllister 1. A Social Exchange Perspective of the Relationship Between Servant Leadership and Followers' Diversity-Valuing Behavior Jeremy Mackey, Charn McAllister, H. Jack Walker, Michael Phillipich 2. Who Do Leaders Empower? Examining how Leader & Follower Learning Goal Orientations Impact Empowering Leadership Decisions Andrew Hanna, Troy Smith, Katelyn Onkst 3. Voice Needs an Anchor: Leader Humility and the Paradox of Diversity Xingshan Zheng, Bingqing Wu, Mingyan Chen
	Tarpon Key	**CSR: Determinants and Outcomes** 10:45 AM – 12:00 PM T1 Strategic Management **Speaker:** Sedat Erdogan 1. From Discretion to Disclosure: How Women Executives Shape Corporate AI Risk Disclosures Dilek Coskun Erdogan, Sedat Erdogan 2. A Systematic Review, Reconceptualization, And Research Framework for Advancing "Female Leadership Advantage" Amy Ingram, Maria Mejia, Sarah McGowan 3. CSR Engagement and Acquisition Outcomes: Hitting the Target Son Le, Bruce Walters, Sammy Muriithi
	Tarpon Key	**The Practice of Management** 10:45 AM – 12:00 PM T1/T2/T4 Strategic Mgmt, Entrepreneurship, and OB **Speaker:** Jeremy Bernerth 1. When Passion Proves Problematic: Explaining Entrepreneur Engagement in Political Corruption Frances Fabian, Nicholas Rhew, Robert Steinbauer, Jack Smothers, David Scheaf, Jacob Hoekstra, Luan Valério 2. Examining the Fit-Turnover Relationship for Employees Working in Groups Daniel Goering, Christina Li, Jacob Whitney 3. Sensing Is Not Enough: Toward a Theory of Strategic Opportunity Analysis Rahi Tajzadeh
	Tarpon Key	**Exploiting Opportunities: Technology, Capital, and the Hidden Costs of Entrepreneurship** 10:45 AM – 12:00 PM T2 Entrepreneurship and Innovation **Speaker:** Daniel Peat 1. Midwifing the Possible: Stage-Contingent AI Enablement and the Hourglass Pattern in Opportunity Exploitation Sibin Wu, Mahshad Ghazali 2. Doing Wrong to Get Right: Effects of Engaging in Social Undermining on Entrepreneurs' Well-Being Stephen Lanivich, Kyle Stockdall, Xiaotong Meng, Xiaoyu Yu 3. From Military Service to Startup: A Multilevel Model of Human Capital Mobility and Veteran Entrepreneurship Daniel Peat, Charles Matthews, Jaclyn Perrmann-Graham
12:00 PM	Offsite	**SMA Track Chair Luncheon - Invitation Only** 12:00 PM – 1:00 PM *Cafe Soleil, 5501 Gulf Blvd., St. Pete Beach*
	Offsite	**SMA Consortium Coordinator Debrief - Invitation Only** 12:00 PM – 1:00 PM *Cafe Soleil, 5501 Gulf Blvd., St. Pete Beach*

1:00 PM

Banyan

The One About CEOs

1:00 PM – 2:15 PM T1 Strategic Management

Speaker: Sandip Bisui

1. Who should be our next CEO? A practical synthesis of strategic leadership literature
   Felipe Cortes, Sebastian Cortes Mejia, William Zhou
2. From Belief to Strategy: How CEO Values Shape Digital Orientation
   Connor Lubojacky, Bina Ajay
3. How Do Chief Executive Officer Leader Behaviors Influence Organizational Outcomes? A Meta-Analytic Investigation of Mediating Mechanisms
   Shannon Marlow, Yang Liu

Bird Key

My Favorite Things Episode II - The Pedagogy Strikes Back

1:00 PM – 2:15 PM

Speaker: Laura Madden

Presenters: Mariya Aguilar, Kira Haensel, Kayla Kozak, Timothy Madden

Blue Heron

CARMA@SMA - Methodological Considerations When Designing a Study Using Surveys

1:00 PM – 2:15 PM T8 Any PDI

Speaker: Don Kluemper

Citrus

Beyond Demand: The Conditions that Make Opportunities Real

1:00 PM – 2:15 PM T2 Entrepreneurship and Innovation

Speaker: Lorrien Lecka

1. Customer-Defined Opportunity Spaces and New Venture Creation
   Rick Hunt, Parul Manocha
2. When Demand Isn't Enough: Compatibility Regimes Shape Venture Entry and Exit
   Gideon Markman, Maritza Espina, Vincent Lefebvre, Elizabeth Karam
3. Opportunity Prevention: An Elaboration of the External Enablers Framework
   Mark Packard, Lorrien Lecka

Glades

Institutional Logics and the Hidden Structures of Workplace Exclusion

1:00 PM – 2:15 PM T3 Human Resources, Careers, and Development

Speaker: Artemii Udovenko

1. Beyond the Glass Corridor: How Issue Stereotypes Shape Female Lobbyists' Revenues and Career Trajectories
   Lee Brown, Devalina Nag, Jason Lambert, Sharon Henderson
2. Legitimate Exclusion: Institutional Logics, Job-Relevance Conversion, and the Organizational Construction of Immigrant Disadvantage
   Artemii Udovenko
3. Institutional Pressures and the Neurodiversity–Inclusion Paradox in Selection
   Artemii Udovenko

Jasmine

Invisible Demands, Visible Outcomes: How Non-Work Demands and Internal States Shape Workplace Behavior

1:00 PM – 2:15 PM T4 Organizational Behavior

Speaker: Samantha Paustian

1. Regulating the Mental Load: How Cognitive Household Labor Shapes Daily Work Behavior and Gendered Performance Evaluations
   Andrew Loignon, Samantha Jordan, Shanna Daniels, Samantha Paustian-Underdahl, Marcus Butts, Yingge Li
2. Better to Laugh Than to Cry: How the Impostor Phenomenon Shapes Humor Use and Charismatic Impressions in the Workplace
   Daniel Gullifor, Crider Cole, Scott Lester, Rebecca Wyland, Derek Stotler, Kristy Lauver
3. Employee Sustainable Lifestyles: A Qualitative Study of the Work-Voluntary Simplicity Interface
   Michael Harari, Sara Alshareef, Jim Westerman

Long Key

JOM/JOMSR Editor's Panel

1:00 PM – 2:15 PM T8 Any PDI

Speakers: Christopher Rosen, Maria Kraimer, Xavier Martin

Sponsored by the University of Arkansas

Palm

Leading Through Complexity: Immersive Learning for Trust, Neurodiversity, and Crisis

1:00 PM – 2:15 PM T5 Innovative Teaching and Research Methods

Speaker: Daniel Peat

1. The Crisis at NovaBrew: A Role-Play Simulation for Teaching Leadership Under Pressure
   Olivia Anger, Daniel Peat
2. Teaching Trust Violation and Repair Through a Small Business Case: The Vertex Effects Axis Wah
   Shelley Davis, Brandon A. Griffin, George Willis
3. Teaching Neurodiversity Leadership Through Immersive Case Learning
   Montressa Washington, Jennifer Madden, Katrina Miller, Nicholas Fletcher

Sabal

Do Corporations Care? Tracing the Drivers and Evolution of Corporate Responsibility

1:00 PM – 2:15 PM T6 Social Issues and Ethics

Speaker: Beatrisa Pucalev

1. Corporate Social (ir)Responsibility as a Driver of Chief Sustainability Officer Appointment
   Hyun-Soo Woo, Beatrisa Pucalev, Jisun Kim
2. When Have Corporations Cared For Others? Evidence From U.S. Judicial Decisions
   Hans Hansen, Jae Hwan Lee
3. From Strategic Premium to Institutional Imperative: The Rise and Fall of Corporate Social Responsibility (An Umbrella Review)
   Kris Irwin, Niko Ippendorf

Sawgrass

Political Influence and Regulatory Impacts

1:00 PM – 2:15 PM T7 Organization Theory and Special Interest Areas

Speaker: Michele Craven

1. The Politics of Transparency: How Managerial Cognition Shapes Response to Political Transparency Demands
   Hadi Shaheen, Debdeep Chatterjee
2. Gray Zone Competition: Entrepreneurial Arbitrage, Legitimacy Erosion, and the Dynamics of Regulatory Closure
   Linda Brewer, Ashley Thomas

Sawyer Key

Interactive Roundtable Session - Institutional Entrepreneurship, Voids, and the Logic of Community-Based Ventures

1:00 PM – 2:15 PM T2 Entrepreneurship and Innovation

Speaker: David Sharma

1. Filling the Void: Entrepreneurial Activity Inside Informal Institutional Consolidation and Thickness
   Cameron Borgholthaus, Joshua White, Jeffrey Cavanaugh
2. When Community Meets Market: Hybrid Logic Negotiation and the Sustainability of Community-Based Enterprise
   David Sharma
3. Public sector entrepreneurship: California Air Resources Board and the emergence of the US EV market
   Matthew Farrell, Anil Nair, Sanjay Jain, Samuel Brown

Sawyer Key

Interactive Roundtable Session - The Competitive Edge: Prestige, Social Class, and the Drive for Success

1:00 PM – 2:15 PM T4 Organizational Behavior

Speaker: Stephanie Solansky

1. Valuing Prestige as a Mediator: Examining the Effects of Organization Effort and Performance on Commitment
   Barjinder Singh, Stephanie Solansky, Yuan Wang
2. A constructive replication and extension of Fang and Saks (2020): Further investigation of how social class impacts job search success
   Maria Kraimer, Yinglun Deng, Daniela Goya-Tocchetto

	Sawyer Key	**Interactive Roundtable Session - Pledges, Posts, and Purchase Decisions: Communicating Corporate Responsibility** 1:00 PM – 2:15 PM T6 Social Issues and Ethics **Speaker:** Jeremy Schoen 1. The Consumer Paradox of Frugal Sustainability: How Resource Constraints Shape Cross-Cultural Market Responses Farzaneh Fouladi, Mona Safizadeh, Nasrin Abdolahi Sanati 2. Corporate Sustainability Pledges Mike Peng, Amirsalar Jafari Gorizi 3. Navigating Sociopolitical Issues on Social Media: Leveraging Informal and Empathetic Language in CEO Communications Md Ziad Haidar
	Tarpon Key	**Methods for Dummies: Five Topics You Wanted to Know Better, But Were Afraid To Ask** 1:00 PM – 3:15 PM T8 Any PDI **Speakers:** Hettie Richardson, Janaki Gooty, Lisa Schurer Lambert, G. James Lemoine, Andrew Hanna, Justin DeSimone
2:15 PM	Banyan Breezeway	**Cafe SMA Networking Break** 2:15 PM – 3:00 PM *Sponsored by Louisiana Tech University*
2:30 PM	Banyan	**Diversity in Top Management Teams** 2:30 PM – 3:45 PM T1 Strategic Management **Speaker:** Mahsa Asgari 1. Gender Penalty or Gender Bonus? The Dual Effects of Board Gender Diversity on Analyst Recommendations Stephen Smulowitz, Malgorzata Smulowitz 2. Gender and Speed of Advancement: Replicating and Extending Bonet, Cappelli, and Hamori (2020) Mahsa Asgari, Sandra Mortal, Tianhua Cao, Vishal Gupta 3. The Smoke and Mirrors of CEO Pay: Diversity, Complexity, and Rent Extraction Rama Krishna Reddy
	Citrus	**The Architecture of New Venture Emergence: Commitment, Capital, and Context** 2:30 PM – 3:45 PM T2 Entrepreneurship and Innovation **Speaker:** Ali Mchiri 1. Execution vs. Invention: Budget Structure, Cost Underestimation, and Reward-based Crowdfunding Performance Crider Cole, Dan H. Vo 2. Commitment Amplification and Fragility in Pre-Entry Organizing Joseph Owusu 3. Venture cocoons: A metamorphosis lens on hybrid entrepreneurship and new venture emergence Ali Mchiri, Gavin Williamson, James Hoffman
	Glades	**Macro Forces and Targeted HR Systems that Best Utilize Human Capital** 2:30 PM – 3:45 PM T3 Human Resources, Careers, and Development **Speaker:** Abdul Kadir Ameyaw 1. When The State Claims Employees: Governing Strategic Human Capital Under Wartime Mobilization Abdul-Kadir Ameyaw 2. Positive correlation between high performance work system and firm performance: A formal analysis Yingchun Wang 3. Pacing Informal Leadership Emergence in Knowledge-Intensive Work: How Targeted HR Systems Enable Collective Leadership Minjong Jun, Joo Hun Han, Anwesha Choudhury

Jasmine

The Compliance Conundrum: Mandatory Volunteering, Backfiring Help, and AI Feedback Fairness

2:30 PM – 3:45 PM T4 Organizational Behavior

Speaker: Guilin Zhang

1. The Paradox of Mandatory Volunteering: The Compliance-Volition Trade-off of OCB Pressure
   Guilin Zhang, Ying Gao
2. Helping the Boss, Paying the Cost: When Empowering Help Backfires Through Hierarchy Threat in Subordinate-Supervisor Relationships
   Michael Johnson, Shayan Nematgorgani, Charlotte Jacobs
3. AI-generated performance feedback and fairness perceptions: Can being transparent help?
   Destiny Cole

Long Key

Hot Wings and Hard Truths: A PDI on Academic Careers, Growth, and Survival

2:30 PM – 3:45 PM T8 Any PDI

Speakers: Garry Adams, James Vardaman, Tim Munyon, Julie Hancock, Jaime Williams, Justin DeSimone

Sponsored by the University of Mississippi

Palm

Beyond the Syllabus: Designing Business Courses That Build Careers, Communities, and Professional Identity

2:30 PM – 3:45 PM T5 Innovative Teaching and Research Methods

Speaker: Jennifer Manegold

1. Engaging First-Year Students Through a Modular and Integrative Introduction to Business Curriculum
   Jennifer Manegold, Amy Scott, Taylor Daum
2. The HBCU Entrepreneurship Ecosystem: A Vertically Integrated Model for Student, Faculty, and Research Development
   Steven Day, Henry McKoy, Anthony Nelson
3. From Campus to Career: Making the Hidden Curriculum Visible Through Intentional Classroom Accountability
   Linda Brewer

Royal Tern

Self Defense Seminar

2:30 PM – 3:45 PM T8 Any PDI

Speakers: Monique Domingo, Don Kluemper, Jared Allen

Sabal

People, Products, and Planet: Rethinking Responsibility Across the Value Chain

2:30 PM – 3:45 PM T6 Social Issues and Ethics

Speaker: Kris Irwin

1. A Proposed Meta-Theoretical Framework for Sustainability-Oriented Human Resource Management
   Petra Garnjost, Leanna Lawter, Helena Jerónimo
2. Work and Sustainable Consumption: A Conceptual Framework
   Michael Harari, Jim Westerman
3. The Global Decent Work Agenda and Product Integrity: How Community Contempt and Multinational Scope Drive Sourcing Abuses
   Subrata Chakrabarty

Sawgrass

Competition Across Economic Contexts

2:30 PM – 3:45 PM T7 Organization Theory and Special Interest Areas

Speaker: Feigu Zhou

1. Disparate Rights, Different Routes: Employee Rights Distance and Foreign Market Entry Mode Choice
   Frank Butler, Joel Bolton, John Martin, Christopher Robertson, Amanda Budde-Sung
2. Beyond Technology: Sustainable Business Performance as the Pathway from Digital Twin Capabilities to Supply Chain Optimization
   Ishraque Hossain Chowdhury, Md Parvez Alam, Bahjat Ogielat, Pinki Maria Sarker, Ehap Alahmead, Asharf Elhoubi, Mahmoud Allahham, Osama Alawneh
3. Signaling Under Pressure: How Foreign and Domestic Competitors Shape Certification Adoption in Transition Economies
   Juan Carlos Morales-Solis

	Sawyer Key	**High-Impact Scholarship Under Constraint: Strategies for Research Productivity in Resource-Constrained Academic Environments** 2:30 PM – 3:45 PM T8 Any PDI **Speakers:** Darryl Rice, Meagan Baskin, Alana Bell, Howard Jean-Denis
	Snowy Egret	**CARMA@SMA - Multilevel Concepts and Principles** 2:30 PM – 3:45 PM T8 Any PDI **Speaker:** Sherry Fu
4:15 PM	The Pavilion	**SMA Business Meeting** 4:15 PM – 5:30 PM
6:00 PM	Rumfish Beach	**Hunt SOSA Presidential Beach Bash** 6:00 PM – 7:30 PM *Sponsored by the University of Tennessee Knoxville and the University of Tennessee Chattanooga*
8:00 PM	Tarpon Key	**SMA is Up All Night - SMA Trivia** 8:00 PM – 10:00 PM **Speakers:** Paul Johnson, Micki Kacmar, Jim Lemoine, Christopher Rosen *Sponsored by Georgia Southern University*

Friday, October 30, 2026

8:00 AM

Pickleball Courts

SMA Pickleball
8:00 AM – 12:00 PM
Speaker: Alanna Hirshman

Board Room

SMA Quiet Meeting Room
8:00 AM – 5:00 PM

Grand Palm Colonnade

SMA Registration and Solutions Desk
8:00 AM – 6:00 PM
Sponsored by the University of North Florida

9:15 AM

Banyan

Virtue's Hidden Costs: Consequences of ESG and Ideology
9:15 AM – 10:30 AM T1 Strategic Management
Speaker: John Jasionowicz

1. When ESG Ratings Divert Attention: How Social Performance Evaluations Constrain R&D Investments
   Seung-Hwan Jeong, Kyung Hwan Lee, Hatameh Ahmadi Harandi
2. When Values Invite Vulnerability: Organizational and CEO Political Ideology as Signals in Cyberattacks
   Andy Yangxiaoxue Mei, Steve Sauerwald
3. ESG Mandates and Organizational Psychological Safety: How TMT Implementation Orientation Shapes Divergent Outcomes
   John Jasionowicz

Bird Key

From Field Notes to Final Draft: A Guide to AI as Cognitive Scaffolding for Researchers
9:15 AM – 10:30 AM T8 Any PDI
Speaker: Darren Smith

Blue Heron

CARMA@SMA - What's New in Common Method Variance Research?
9:15 AM – 10:30 AM T8 Any PDI
Speakers: Hettie Richardson, Marcia Simmering

Citrus

The Founder's Endgame: How Founders Shape and Leave Their Ventures
9:15 AM – 10:30 AM T2 Entrepreneurship and Innovation
Speaker: Andrew Garofolo

1. When the Founder Role No Longer Fits: How Role-Crafting and Exit-Seeking Co-Evolve Over Time
   Melissa Cardon, Janelle Bremer
2. Breaking Barriers: How Competitive Positions are Rewarded in Entrepreneurial Exits
   Kevin Cox, Curtis Sproul, Andrew Garofolo, Adam Du Pon
3. Founder Imprinting and Strategic Reversal: How Entrepreneurial Characteristics Shape Public-to-Private Transitions
   Jiaju Yan, Xiaqing He

Glades

Stretched, Strained, and Misaligned: How Best to Conserve Resources and Uphold Well-Being
9:15 AM – 10:30 AM T3 Human Resources, Careers, and Development
Speaker: Anna Zabinski

1. Performance, Insecurity, and Distress at Work: Vicious and Virtuous Cycles
   Timothy Munyon, Esther Garcia, Maribel Montanez-Juan, Joanna Blahopoulou, Silvia Ortiz Bronnin
2. A Person-Environment Fit Puzzle: Why is More Sometimes Less?
   Lisa Schurer Lambert, Jayci Pickering, Truit Gray, Anna Zabinski

Jasmine	**The Paradox of Rest and Reward: Helper Burnout, Leisure Guilt, and Managerial Labor** 9:15 AM – 10:30 AM T4 Organizational Behavior **Speaker:** Sarah Henry 1. What Happens to the Helpers? A Qualitative Investigation of OCB Downturns Mark Bolino, Sarah Henry 2. Why Legitimate Leisure Still Feels Wrong: Evening Media Engagement, Wasted Time Perceptions, and Subsequent Workplace Behaviors Yiming Huang, Kathleen Keeler 3. Interpersonal Effects of the Perception of Managerial Emotional Labor in Leading Employees Mahbubul Alam
Long Key	**Meet the Academy of Management Editors** 9:15 AM – 10:30 AM T8 Any PDI **Speaker:** Christine Quinn Trank
Palm	**From Knowing to Doing: High-Impact Classroom Activities for Ethics, Teamwork, and HRD** 9:15 AM – 10:30 AM T5 Innovative Teaching and Research Methods **Speaker:** Jaime Williams 1. Closing the HRD Loop: A Full-Cycle Experiential Training Design Simulation in Undergraduate Management Education Jaime Williams 2. C is for... communication, collaboration, and CEO: The Ultimate Alphabet Game in management education Brian Waterwall, Bryan Rogers 3. Learning by Applying: Using Station-Based Experiential Learning to Foster Ethical Decision-Making and Engagement Yanjinlkham Shuumarjav
Royal Tern	**CARMA@SMA - Content and Text Analysis** 9:15 AM – 10:30 AM T8 Any PDI **Speaker:** Aaron McKenny
Sabal	**Who Belongs (and Who Decides)? Inclusion, Legitimacy, and Stakeholder Reactions** 9:15 AM – 10:30 AM T6 Social Issues and Ethics **Speaker:** Rahi Tajzadeh 1. When Do Women on Boards Enhance Corporate Social Performance? Evidence from Family Firms Across Cultures Len Trevino, Kai Xu, Ratan Dheer 2. Workplace Mental Illness Stigma: Scale Development and Validity Evidence Nicholas Smith, Ashley Hall, Jennifer Dimoff, Mikaila Ortynsky 3. DEI backtracking: How political ideology shapes legitimacy judgments and consumer backlash Adam Kay, Matthieu Legeret, Pavlos Vlachos, Patrick Haack
Sawgrass	**Gender and Identity in Institutions** 9:15 AM – 10:30 AM T7 Organization Theory and Special Interest Areas **Speaker:** Sophia Thomas 1. Value Creation on a Level Playing Field? A Configurational Analysis of Gender Differences Krista Lewellyn, Walker Ross, Jennifer Dapko 2. The Institutional Work of Communicative Institutionalization in Contested Fields: Momentum and Friction in the DEI Context Ronald Mitchell, Joscelin Aiken, Sophia Thomas, Mahija Ratnoo, Tolulope Okelola 3. The Role of Identity Evaluations in Commitment to Organizational Collectives Peter Foreman
Indian Key	**Responsible Fieldwork in Vulnerable Communities** 9:15 AM – 10:45 AM T8 Any PDI **Speakers:** Ace Beorchia, Yolanda Christophe, Nataliia Yakushko, Mauricio Mercado, Andrea Hodge

10:30 AM — Banyan Breezeway

SMA Cafe Networking Break

10:30 AM – 11:15 AM

Sponsored by College of Charleston

10:45 AM — Banyan

CEOs II: Executive Boogaloo

10:45 AM – 12:00 PM T1 Strategic Management

Speaker: Diego Villalpando

1. Motivated to Transform? CEO Regulatory Focus and Digital Rhetoric-Transformation Decoupling
   Connor Lubojacky, Bina Ajay
2. Ambient Priming: Media Speculation and Market Reactions to CEO Dismissal
   Owen Parker, Diego Villalpando, Angie Cabrera
3. Generalist and Specialist Human Capital at the Top: A Multidisciplinary Review
   Sibel Ozgen

Bird Key

AMJ @ SMA: Curating your Pipeline & Distilling your Research Agenda

10:45 AM – 12:00 PM T8 Any PDI

Speakers: Quinetta Roberson, Aaron Hill, Laura Little, Travis Certo, Carmen Weigelt

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Blue Heron

PDI: PhD Program Community of Practice

10:45 AM – 12:00 PM T8 Any PDI

Speakers: Alex Rubenstein, Kim Nimon, Jay O'Toole, Dane Blevins, Joe Hair

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Citrus

Who's in Charge? Leadership, Attention, and Performance in Family Firms

10:45 AM – 12:00 PM T2 Entrepreneurship and Innovation

Speaker: Amlan Datta

1. Socioemotional Wealth Importance and Narcissistic Family Firm Leaders: Prioritizing Family to Improve Firm Innovativeness
   Bart Debicki, James Meurs, Marek Kolinski
2. CEO Incentive Compensation and Family Firm Performance: Does the Vesting Design Matter?
   Peter Jaskiewicz, James Combs, Amlan Datta, Stephen Sapp
3. Calling for Attention: Attentional Processing and Cultural Change in Family Businesses
   Nadine Adam, Nadine Kammerlander
4. Similar or Worlds Apart! How Founder Involvement Shapes Performance in Lone-Founder Versus Founder-Family Firms?
   Peter Jaskiewicz, James Combs, Ritu Raj Kaur Virk

Glades

The Motivational and Relational Drivers for Career Construction and Success

10:45 AM – 12:00 PM T3 Human Resources, Careers, and Development

Speaker: Pakanat Kiratikosolrak

1. Vocational interests as internal resources for navigating unfamiliar labor markets: RIASEC and newcomer career adaptability
   Vickie Gallagher, William Phillips, Pakanat Kiratikosolrak, Laura Torío Marrón, Brett Bantle
2. Partner Job Resistance and Career Striving: A Self-Regulatory Dyadic Model
   Natalia Lorinkova, Martin Nikolaev
3. Differentiating Intrinsic and Extrinsic Outcome Expectations in Accounting Career Interest Formation: A Conservative Test of Social Cognitive Career Theory
   Yuebing Liu

Jasmine

When Leadership Helps (and When It Hurts)

10:45 AM – 12:00 PM T4 Organizational Behavior

Speaker: Muhammad Mustafa Raziq

1. When Does Upward Peer Comparison Feedback Enhance or Hurt Performance? From the Perspective of LMX
   Xin Zheng
2. Put me in coach, I'm ready to play! Exploring individual coachability using a latent profile approach
   Andrew Bennett, Ashley Fournet, Seth Butler
3. The Hidden Costs of Paradoxical Leader Behavior: Leader Resource Depletion and Spillover Effects on Followers
   Muhammad Mustafa Raziq, Uzma Batool, Peter Galvin, John Rice

Long Key

Staying Methodologically Sharp: Lessons from ORM Editorial Team for Every Career Stage

10:45 AM – 12:00 PM T8 Any PDI

Speakers: Janaki Gooty, Lisa Schurer Lambert, Larry Williams, Nikos Dimotakis, Thomas Greckhamer, Andrew Hanna, Victoria Cox, Leslie Garza, Justin DeSimone, Lindsey Greco, Nohemi Torres

Palm

Expanding the Methodological Imagination: Sensory Context, Hyperscanning, and Hypothesis Testing

10:45 AM – 12:00 PM T5 Innovative Teaching and Research Methods

Speaker: Jiaju Yan

1. Seeing Eye to Eye: Hyperscanning as A Method for Advancing Theory on Interpersonal and Group Processes in Organizations
   Jiaju Yan, Xiaqing He
2. Getting at Context: A Sensible Approach
   Anne Smith, Hans Hansen, Jaewoo Jung, Sara R. S. T. A. Elias
3. All Theories Are True: Reimagining Social Science by Actively Considering the Opposite
   Marc Anderson

Sabal

Divided We Work: Social Strain, Political Identity, and Workplace Misconduct

10:45 AM – 12:00 PM T6 Social Issues and Ethics

Speaker: Karen Landay

1. Feeling Left Out Because You're Right: Group Political Identity Congruence and Psychological Safety
   Jing Hua, Brandon A. Griffin, Joohan Lee, Ying Schwarte, Clint Relyea
2. A Tale of Two Passions: How Passion for Political Ideology Catalyzes Workplace Incivility
   Karen Landay, David Arena, Shona Smith, Xiao Xiao

Sawgrass

Government Influence and Corporate Sovereignty

10:45 AM – 12:00 PM T7 Organization Theory and Special Interest Areas

Speaker: Feigu Zhou

1. The Mirage of Government Resources: When Subsidies Constrain, And When They License, Firm Risk-Taking
   Stephen Downing, Alex Rainville
2. Resolving the State-Owned Enterprise Mixed Ownership-Innovation Debate: Role of Board Governance in the SOE Reform
   Manjot Bhussar, Feigu Zhou, Jasmine Kelley, Kris Irwin
3. Corporate Sovereignty Under Weak Enforceability: When Stakeholder Claims Fail to Bind
   Jae Hwan Lee

Tarpon Key

Interactive Roundtable Session - The Importance of Technological Adoption in Nontraditional Work Design

10:45 AM – 12:00 PM T3 Human Resources, Careers, and Development

Speaker: Jaime Williams

1. Algorithmic Authority and Conditional Reasoning: A Theoretical Framework for Understanding Reactions to AI in Human Resource Management
   Jaime Williams
2. Work-from-home Practices and Their Implications for Firm Performance in Knowledge-intensive Firms
   Rory Eckardt, Yu Wang, Ze Hu
3. Can GenAI Make Us Better Citizens? A Resource Spiral View of GenAI Adoption
   Sara Perry, Emily Foy, Robbie Ridder

	Tarpon Key	**Interactive Roundtable Session - Are We Measuring the Right Things? Rethinking Platform Choice, Time Lags, and Research Validity** 10:45 AM – 12:00 PM T5 Innovative Teaching and Research Methods **Speaker:** Stacey Kessler 1. Measurement Bias in Online Data Collection Platforms: Prolific vs. MTurk Lacey Logan, D. Harold Doty, Greg Wang 2. Does Time Matter? A Comparison of Studied Time Lags and Optimal Time Lags Sven Kepes, Jose Cortina, Sara Vahidestakhri, Christian Dormann, Zitong Sheng 3. An Examination of the Unintended Consequences Associated with Student Evaluations of Teaching Stacey Kessler, Robert Randolph, Lee Macenczak, Keith Credo, Brittany Owens
	Tarpon Key	**Interactive Roundtable Session - Institutional Pressures and Strategic Choices: Examining Legitimacy and Selection** 10:45 AM – 12:00 PM T7 Organization Theory and Special Interest Areas **Speaker:** Gonzalo Molina Sieiro 1. Conjunctive Legitimacy in Institutional Fields: A Formal Theory of Field Dynamics Under Competing Institutional Demands Gonzalo Molina Sieiro, Justin Pepe 2. Private-Owned Enterprises (POEs) and Export Intensity: The Moderating Effects of Business Group Affiliation and Institutional Quality Juan Carlos Morales-Solis, Long Su 3. High-Stakes Selection Under Institutional Complexity: A Conceptual Framework for Business and Management PhD Admissions Artemii Udovenko
11:00 AM	Horizons West	**SMA Board Meeting - Invitation Only** 11:00 AM – 3:00 PM
1:00 PM	Banyan	**AI, Capabilities, and Joint Ventures: Putting 'Strategic' back in Strategic Management** 1:00 PM – 2:15 PM T1 Strategic Management **Speaker:** Yonghong Liu 1. Temporal Integration Capability: Explaining How Managers Integrate Competing Temporal Demands Kilho Shin, Joohan Lee, Rima Bhattacharyay 2. When Boards Falter, Contracts Govern: Shareholder Reserved Matters in Joint Ventures Martin Goossen, Elko Klijn, Niloofar Tabarhosseini 3. Executive Ambivalence Toward AI and Firm Adaptation Yonghong Liu, Jun Yang, Aichia Chuang
	Bird Key	**The Rise of AI Agents: Practical Guidance for Detecting and Preventing Survey Fraud** 1:00 PM – 2:15 PM T8 Any PDI **Speaker:** Gargi Sawhney
	Citrus	**Building the Team: Human, Social, and Psychological Resources in Entrepreneurship** 1:00 PM – 2:15 PM T2 Entrepreneurship and Innovation **Speaker:** Catherine Paek 1. Complementary Human Capital in Venture Capital Firms? Venture Partners vs. Non-Partners Contribution to VC Performance Faezeh Alinaghizadeh, Ashkan Razmfarsa 2. Perceived Entrepreneurial Performance: The Roles of Entrepreneurial Orientation, Internal Locus of Control, and Peer Network Support Kunal Banerji, Megan Endres, Sanjib Chowdhury, Diana Wong, Eric Schulz, Morgan Milner 3. Bridging the Gap: The Impact of Interim Employment on Entrepreneurial Success Catherine Paek, Yoojeong Shin

Glades	**Scaling Ventures: From Community Obligation to High-Growth Firms** 1:00 PM – 2:15 PM T2 Entrepreneurship and Innovation **Speaker:** Artemii Udovenko 1. Franchisor Strategy and System Growth: New Evidence from Contemporary Data Gary Castrogiovanni, Anna-Lena Eski 2. Optimal Distinctiveness Through Novelty and Familiarity Frames: A Life Cycle Differential Perspective on High-Growth New Ventures Matthew Rutherford, Duygu Phillips, Curt Moore 3. Collective Obligation: How Collectivism Guides Entrepreneurship and Migration Under Poverty and Institutional Uncertainty Yi Zhang, Myeongho David Park, Jorge Arteaga-Fonseca
Indian Key	**Beyond R1: Practical Strategies for Building Successful and Sustainable Careers in Teaching and Balanced Institutions** 1:00 PM – 2:15 PM T8 Any PDI **Speakers:** John Upson, Susana Velez-Castrillon, Ashley Salaiz, Amy Breidenthal, Yifeng Fan, Ronda Smith, Marko Hotn, Jeanne Holmes
Jasmine	**Fluid Workspace Dynamics: Interrupted Workflows, Contract Successions, and AI Efficiency** 1:00 PM – 2:15 PM T4 Organizational Behavior **Speaker:** Alana Bell 1. Interruptions and Domain Switches: The Role of Political Skill Benjamin McLarty, Jerry Fuller, Jeffrey Haynie, Pierre Andrieux 2. New Boss, Same Client: Identification and Adjustment in Successor Contract Transitions William Becker, Jessica George, Samantha Conroy 3. Efficiency Without Engagement in AI-Mediated Work April E. Mondy, Alana Bell
Long Key	**Stepping in, without stepping away: Navigating identity, workload, and boundaries in the transition from faculty to administrator** 1:00 PM – 2:15 PM T8 Any PDI **Speakers:** Timothy Munyon, Caitlin Sockbeson, Christine Sutton, Craig Wallace, Daniel Peat, Coco Wu
Palm	**Attention, Calling, and Caution: The Dynamics of Modern Leadership & Resilience** 1:00 PM – 2:15 PM T4 Organizational Behavior **Speaker:** Susan Zhu 1. An Attention-Based Framework of Leader Emergence in Attention-Scarce Environments Andrew Hanna, Alexandria Garcia 2. Career calling as a moderator of the physician conflict-nurse outcomes relationship: A test of competing hypotheses Destiny Cole, Princess Anya, Ahmed Alsafwani
Royal Tern	**CARMA@SMA - Establishing and Reestablishing "Fit" in the Qualitative Research Process** 1:00 PM – 2:15 PM T8 Any PDI **Speakers:** Karen Landay, Ivana Milosevic, Erin Bass, Hadi Shaheen, Kristen Lucas
Sabal	**Breaking Barriers: Immigrant Fit, Situation Strength, and Socioeconomic Interventions** 1:00 PM – 2:15 PM T4 Organizational Behavior **Speaker:** Brian McNatt 1. A Process Model of Immigrant Employees' Fit-In Behaviors Ella Lee 2. Beyond Strong and Weak Situations: Reconceptualizing Situation Strength in Informal Emergent Leadership Muhammad Mustafa Raziq, Matthew Allen, Marya Tabassum 3. Negative Self-fulfilling Prophecies Affecting the Poor: Experimental Intervention to Improve Perceptions, Attitudes, Actions, and Outcomes Brian McNatt

Sawgrass

Staying, Struggling, and Stress: Unpacking the Hidden Drivers of Workplace Behavior

1:00 PM – 2:15 PM T4 Organizational Behavior

Speaker: Maria Bracamonte

1. The Hidden Cost of Workplace Stress: Why Depression and Political Perceptions Predict Core Self-Evaluations Decline
   Joshua Mitchell
2. The Cost of Broken Promises: The Bad, the Worse, and the Ugly
   Maria Bracamonte, Keith Credo, Brittany Owens
3. Staying for Different Reasons, Contributing in Different Ways: The Consequences of Commitment Profiles
   Guilin Zhang

Sawyer Key

Interactive Roundtable Session - Strategy and Identity in Family and Corporate Entrepreneurship: Boards, Brands, and Measurement

1:00 PM – 2:15 PM T2 Entrepreneurship and Innovation

Speaker: Joyce C. Wang

1. Codified board advising and family firm innovation in an emerging economy
   Mike Peng, Joyce C. Wang, Yiyi Zhao, Jigao Zhu
2. The power of a family firm brand: Saving on marketing costs through WOM
   Vitaliy Skorodziyevskiy, James Chrisman, Haley Hardman
3. Corporate Entrepreneurship Assessment Instrument: Is there Measurement Invariance across Men and Women?
   Justin DeSimone, Vetrikumaran Anantha Sayanam, Vishal Gupta

Sawyer Key

Interactive Roundtable Session - The Social Fabric of Entrepreneurship

1:00 PM – 2:15 PM T2 Entrepreneurship and Innovation

Speaker: Jacob Hoekstra

1. Third Places and the Emergence of Entrepreneurial Buzz and Vibe
   Frances Fabian, Nicholas Rhew, Robert Steinbauer, Jack Smothers, David Scheaf, Jacob Hoekstra, Luan Valério
2. The contentpreneur resource: Establishing a framework for platform-specific social capital
   Nick Johnson
3. The rise and fall of bounded solidarity: Black entrepreneurship during and after Jim Crow
   Christopher Pryor

Sawyer Key

Interactive Roundtable Session - Modern Challenges: AI and The Environment

1:00 PM – 2:15 PM T7 Organization Theory and Special Interest Areas

Speaker: Kris Irwin

1. Faster. Cheaper. Fairer? Why AI-Assisted HR Decision Systems Require Cultural Calibration
   R. Anthony Turner
2. Organizational Governance Mechanisms and Trust in AI: An Integrative Review
   Farinaz Kahfi
3. The Recursive Sustainability Trap: Knotted Paradoxes Across Institutional Levels in Environmental Grand Challenges
   Kris Irwin, Eric Holland

Snowy Egret

JOMSR Pub Crawl

1:00 PM – 2:15 PM T8 Any PDI

Speakers: Julie Hancock, Maria Kraimer, Xavier Martin

	Tarpon Key	**Interactive Roundtable Session - Playing to Win: The Mechanics of Strategic Positioning and Geographic Placement** 1:00 PM – 2:15 PM T1 Strategic Management **Speaker:** Ryan Angus 1. Governance and Productive Locations in Emerging-Market Outward FDI: Evidence from Thai Bilateral Investment Flows William Phillips 2. Before Optimal Distinctiveness: Heterogeneity and Configurational Antecedents in Producer Positioning Intentionality Cameron Verhaal, Ryan Angus, Hyeonsuh Lee, Matthew Barlow 3. Competitive Repertoire as a Mediator of the EO-Performance Relationship: A Capability-Anchored Empirical Investigation Derrick D'Souza, Mengge Li, Gang Fan 4. How Internal Corporate Social Responsibility Affects Firms' Innovation Efforts Feibo Shao, Yue Song, Xiaoping Zhao
	Tarpon Key	**Interactive Roundtable Session - Surviving the Modern Workday: Strain, Screens, and Solitude** 1:00 PM – 2:15 PM T4 Organizational Behavior **Speaker:** Hong Ren 1. Helplessness Under Algorithmic Management: Mechanistic Self-Dehumanization and the Daily Strain Profile of Platform Work Li Pingshu, Lu Yu, Hong Ren, Qi Wei, Guangsheng Liang 2. Threat and Psychological Withdrawal: A Protection Motivation Approach to Workplace Loneliness Aamna Khan Shweta 3. Rethinking Evening Recovery in the Digital Age: A Person-Centered Approach to Daily Evening Activity Profiles Yiming Huang, Kathleen Keeler 4. Self-Leadership, Job Crafting, and Optimism: Personal Resources for Reducing Emotional Exhaustion in Healthcare Professionals Jeffery Houghton, Holly Ma
	Tarpon Key	**Interactive Roundtable Session - Reputation and Agency** 1:00 PM – 2:15 PM T7 Organization Theory and Special Interest Areas **Speaker:** Nikki Drader 1. How Trust in Supervisors Affects Hospitality Employees: A Qualitative Comparative Analysis of Trust Formation Graham Lowman, James Meurs, Michael Maloni 2. Constrained Temporal Agency in Chapter 11: How Organizations Act Without Control of Time Edward Tomlinson, Elizabeth Tomlinson 3. The Strategic Use of Stigma: A Functional Perspective of Organizational Stigma Rhonda Reger, Nikki Drader, Olga Khessina, Karen Patterson
	Banyan Breezeway	**SMA Pumpkin Carving** 1:00 PM – 4:00 PM
2:15 PM	Banyan Breezeway	**SMA Cafe Networking Break** 2:15 PM – 3:00 PM *Sponsored by Louisiana Tech University*

2:30 PM

Banyan

Outwit, Outplay, Outlast, Outperform: Survivor, Firm Edition

2:30 PM – 3:45 PM T1 Strategic Management

Speaker: Timothy Munyon

1. When Does CEO Exploration Attention Pay Off? Technological Uncertainty, Industry Dynamism, and Innovation Outcomes
   Mengge Li, Jinxin Yang, Gang Fan
2. Bounded Growth: How Building and Breaking Routines or Growth Routine Architecture Shapes IPO Firm Survival and Performance
   Theresa Welbourne, Majid Rahimi
3. When Attention Hurts, Rather Than Helps: How Employment Liability Shapes Organizational Performance
   Timothy Munyon, Allen Gorman

Citrus

Place, Policy, and Gender: How Institutions Shape Women's Entrepreneurial Outcomes

2:30 PM – 3:45 PM T2 Entrepreneurship and Innovation

Speaker: Cristina Wang

1. Sex and the City: How City-Level Institutions Shape Female Entrepreneur Performance
   Mingxiang Li, Mark Mallon, Yue Zhang
2. Examining the Role of Gender in International Social Entrepreneurship
   Bruce Lamont, Janice Gordon, Cristina Wang, Chungsang Lam
3. Women-Led SMEs and Firm Growth: How Institutional Constraints Undermine Performance
   Juan Carlos Morales-Solis

Glades

Visible and Vulnerable: Ethics, Identity, and Power in Entrepreneurship

2:30 PM – 3:45 PM T2 Entrepreneurship and Innovation

Speaker: Ace Beorchia

1. Entrepreneurial Stakeholders, Ethical Decision-Making, and Pivoting
   Miranda Welbourne Eleazar
2. The Cost of Being Seen: A Study of Queer Embeddedness in Entrepreneurial Ventures
   Sarah Burrows, Ace Beorchia, Brandon Legacy
3. When Ownership Does Not Suffice: Institutional Minors and the Social Attenuation of Property Rights in Iran
   Fatemeh Askarzadeh, Kun Liu, Xianwei Shi, Nastaran Simarasl

Indian Key

Continuing to Cultivate Courage: Teaching and Research on Diversity, Equity, and Inclusion amidst DEI Backlash

2:30 PM – 3:45 PM T8 Any PDI

Speakers: Darryl Rice, Robyn Brouer, Sharon Segrest, William Obenauer, Denise Robb, Sarah Rana, Melissa Carsten

Jasmine

The Diversity Matrix: Team Structures, Stereotypes, and Cognitive Style

2:30 PM – 3:45 PM T4 Organizational Behavior

Speaker: Erik Taylor

1. Discerning Diversity: An Umbrella Review of Team-Level Diversity-Outcome Meta-Analyses, 2000-2025
   Erik Taylor
2. Is Sharma more creative than Yang? An Examination of Creativity Stereotypes Associated With Asians
   Snehal Hora, Xinlang Zhou
3. Hidden Differences: How Cognitive Style Diversity Affects Team Performance
   Marieke Schilpzand, Luis Martins

Palm	**What's my age again? The value of experience in firm outcomes** 2:30 PM – 3:45 PM T1 Strategic Management **Speaker:** Joseph Vaughn 1. Value Creation on Platforms and Ecosystems: A Systematic Literature Review Paul Drnevich, Shijian Wei 2. When Multicultural Experience Becomes a Team Resource: The Roles of Cultural Friction and Industry Experience Faezeh Alinaghizadeh, Ashkan Razmfarsa 3. Is there 'really' a liability of newness? A meta-analytic study of decades of research Laura D'Oria, James Combs, Thomas Crook, Joseph Vaughn, Tan Kim
Royal Tern	**CARMA@SMA - Teaching Research Methods: A Conversation with Methodologists** 2:30 PM – 3:45 PM T8 Any PDI **Speakers:** Paul Spector, Lisa Schurer Lambert, Larry Williams, Lindsey Greco
Sabal	**Boundaries of the Self: Boundary Cycling, Job Embarrassment, and Global Mindfulness** 2:30 PM – 3:45 PM T4 Organizational Behavior **Speaker:** Michael Harari 1. Situation-Based Boundary Management: A Typology of Cycling Between Integration and Segmentation Shelia Hyde, Wendy Casper, Ariane Froidevaux, Sabrina Speights 2. Job Embarrassment: What it is and Why it Matters Stephanie Castro, Michael Harari, Berrin Erdogan, Kevin Allen 3. Mindfulness and Work Behaviors: A Comparative Study Between India and the USA Leonel Prieto, Zahidul Karim
Sawgrass	**Meet the Editors: Opportunities in the Scholarship of Teaching and Learning in Management Education** 2:30 PM – 3:45 PM T8 Any PDI **Speakers:** Robert Bonner, S.R. Aurora, Diego Coraiola
Snowy Egret	**CARMA@SMA - Site and Sample Selection in Qualitative Research** 2:30 PM – 3:45 PM T8 Any PDI **Speakers:** Jamie Ladge, Gabriel Sala, Raquel Kessinger
Tarpon Key	**Interactive Roundtable Session - Supporting and Incentivizing Key Talent and the Way These Structures Impact the Organization and Employees Themselves** 2:30 PM – 3:45 PM T3 Human Resources, Careers, and Development **Speaker:** Bryan Schaffer 1. Servant scholarship: Introducing a framework for faculty development, collaboration, and scholarly performance Jennifer Manegold, Bryan Schaffer, Micheal Stratton 2. After the Exit: A Multilevel Systematic Review on the Effects of Leader Departure on Turnover and Performance Selinay Civit, Saba Rahimian, Imelda Freddy 3. Integrity Guardian or Villain? Investigating Chief Human Resource Officer Pay Characteristics and Workplace Violations Keshab Acharya, Li Pingshu, Clint Chadwick, Nowmi Nowrin
Tarpon Key	**Interactive Roundtable Session - Leading the Way: How Leaders Shape Teams, Innovation, and Careers** 2:30 PM – 3:45 PM T4 Organizational Behavior **Speaker:** Julia Fulmore 1. Shooting for the Stars: The Role of Informal Leaders' Status in Team Assembly Paul Johnson, Pol Solanelles, Houston Lester, Dorothy Carter, Kristin Cullen-Lester, Justin Jones 2. Leadership Pathways to Innovative Work Behavior: A Comparative Test of Servant and Transformational Leadership Julia Fulmore, Anthony Fulmore, Vinay Gonela 3. Seeing Possibility Ahead: How Leader Signals Shape Career Optimism Jorge Gonzalez, Jennifer Milczewski

	Tarpon Key	**Interactive Roundtable Session - Does This Actually Work? Honest Conversations About AI for Goal-Setting, Negotiation, and Catching Cheaters** 2:30 PM – 3:45 PM T5 Innovative Teaching and Research Methods **Speaker:** Leah Grubb 1. Practicing What We Preach: AI-Powered Simulation for Online Negotiation Practice Leah Grubb 2. Ethical Prompt Injection as an Approach to Detect Improper AI Usage Among Students Marc Anderson, Jake Telkamp 3. Teaching Goal Setting Using genAI: An Innovative Exercise and Evidence of its Utility Heidi Baumann, Nathan Hartman, Anna Zabinski
5:00 PM	Breck Deck	**SMA Wine Tasting (Applied Enology) Event - Pre-Registration Required** 5:00 PM – 6:30 PM
6:30 PM	The Pavilion	**SMA Halloween '80s Monster Bash** 6:30 PM – 10:00 PM *Sponsored by the University of Memphis Fogelman College of Business and Economics*

Saturday, October 31, 2026

8:00 AM	Board Room	**SMA Quiet Meeting Room** 8:00 AM – 12:00 PM
	Grand Palm Colonnade	**SMA Registration and Solutions Desk** 8:00 AM – 12:00 PM *Sponsored by the University of North Florida*
9:15 AM	Bird Key	**My Favorite Things Episode III - Return to the Classroom** 9:15 AM – 10:30 AM **Speaker:** Laura Madden **Presenters:** Josie Burks, Niceson Sunil, Sarah Henry, Ashley Pearson, Eric Kushins, Joscelin Aiken, Steven Michael

Compiled from the SMA 2026 Whova agenda on November 3, 2026. Session descriptions omitted; see Whova for details. Paper titles originally in all capitals are shown in title case.